

*In the Matter of Christine Wilson,*  
*Assistant Administrative Supervisor of Income Maintenance (PC0923F),*  
*Mercer County Board of Social Services*  
DOP Docket No. 2006-972  
**(Merit System Board, decided December 7, 2005)**

Christine Wilson appeals her seniority score for the examination for Administrative Supervisor of Income Maintenance (PC0923F), Mercer County Board of Social Services. It is noted that appellant passed the examination with a final average of 77.200 and ranked 11th on the eligible list.

The subject promotional examination had a closing date of July 21, 2004 and was open to employees in the competitive division who had an aggregate of one year of continuous permanent service as of the closing date in the titles Human Services Specialist 4 and Human Services Specialist 4 Bilingual in Spanish and English, or who were serving in any competitive title, and who met the announced requirements. Fourteen candidates passed the multiple choice examination and three appointments have been made.

On appeal, appellant argues that her seniority score is too low, and she should have been awarded full seniority as she has been a County employee for 29 years. She also states that she held the title Income Maintenance Supervisor continuously for 13 years, 1 month.

*N.J.A.C. 4A:4-2.6(a)* (Eligibility for promotional examination) states in pertinent part that applicants for promotional examinations shall, by the closing date, meet the criteria of having one year of continuous permanent service for an aggregate of one year immediately preceding the closing date in a title or titles to which the examination is open.

## **CONCLUSION**

A review of the merits of her appeal reveals that appellant's seniority score of 70.000 is correct. It is longstanding policy that in promotional examinations open to specific titles, seniority is awarded for service in related in-series titles. The subject examination was open to incumbents in the titles Human Services Specialist 4 and Human Services Specialist 4 Bilingual in Spanish and English, and all candidates were required to meet the open competitive requirements. Thus, candidates who were not in one of these titles, such as appellant, received a seniority score of 70.000. Candidates who were in one of those titles received additional seniority credit. It is noted that in February 2000 the title Income Maintenance Supervisor was changed to Human Services Specialist 4. Candidates who possessed one year of continuous permanent service in the announced titles as of the closing date also

received seniority credit for time in the Income Maintenance Supervisor title and its bilingual variant. Seniority is not awarded for provisional appointments.

Appellant's record reveals that appellant was provisionally appointed to the subject title in September 2003, following a review of her position. Prior to that, she had been regularly appointed on May 31, 1999 to the title of Assistant Data Processing Coordinator. Prior to that, she held a permanent appointment as an Income Maintenance Supervisor since December 1981. Thus, although appellant was an Income Maintenance Supervisor for a considerable length of time, she was not serving in that title as of the closing date. Appellant's seniority was correctly calculated.

Thus, appellant has failed to support her burden of proof in this matter.

### ORDER

Therefore, it is ordered that this appeal be denied.

This is the final administrative determination in this matter. Any further review should be pursued in a judicial forum.

DECISION RENDERED BY THE  
MERIT SYSTEM BOARD ON  
THE 7<sup>th</sup> DAY OF DECEMBER, 2005

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